

# HIRING AND COMPENSATION TRENDS



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 Robert Half®

# COVID-19 disruption brings challenges and opportunities for job seekers



Many companies remain resilient — and plan to hire skilled talent in 2021.

But competition for job openings will be fierce.

# Top 3 hiring changes due to COVID-19



Conducted  
remote interviews  
and onboarding



Shortened the  
hiring process



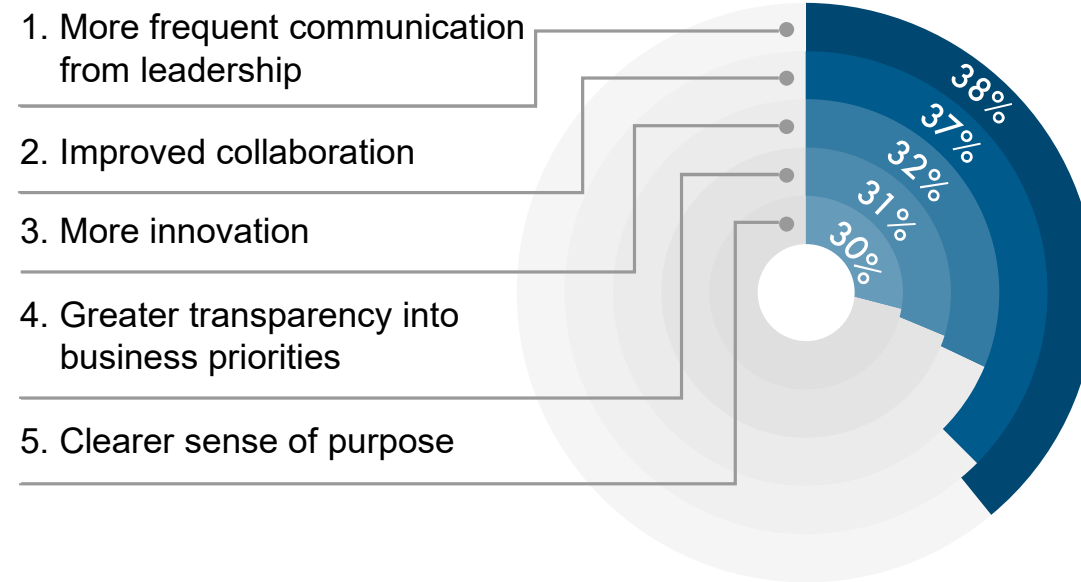
Advertised fully  
remote jobs



Source: Robert Half survey of more than 2,400 senior managers in the U.S.

# Top 5 changes prompted by working during COVID-19

## United States



Source: Robert Half survey of more than 2,800 senior managers in the U.S.

# Many employers worry about keeping top talent

**More than 8  
in 10 managers**  
are concerned  
about retaining  
valued employees.

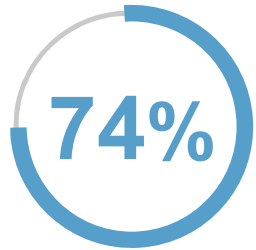


## Top 3 reasons for concern:

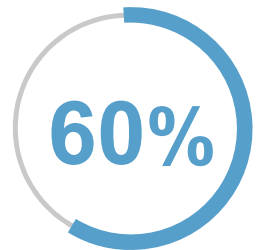
- Low employee morale
- Employee burnout due to heavier workloads
- Reduced compensation levels

Source: Robert Half survey of more than 2,800 senior managers in the U.S

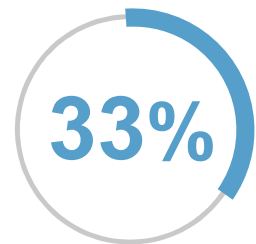
## COVID-19 has many workers rethinking priorities



want to work remotely more frequently following the crisis.



are more motivated to be employed at an organization that values its staff during unpredictable times.



want to pursue a more meaningful or fulfilling position.

**Source:** Robert Half survey of more than 1,000 U.S. workers, 2020



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A man in a blue suit and glasses is sitting at a desk, looking down at a laptop. He is wearing a watch on his left wrist. The desk has a lamp, a pen holder, and some papers. In the background, there is a window and a potted plant.

## A focus on recruiting for business-critical roles

Law firms and corporate legal departments seek candidates who have the required skills and experience — and can make immediate contributions with minimal training.

# Sectors driving legal hiring



Banking and finance



Education



Healthcare and  
pharmaceutical



Insurance



Technology and software

## Top skills and experience

- Bachelor's degree
- Communication skills
- English/Spanish bilingualism
- eDiscovery and trial preparation
- Legal research
- Microsoft 365 tools and case management software

- 3+ years of experience
- Business development
- Clinical trials experience
- Cybersecurity and data privacy
- Technical proficiency

## Employers value experience in legal support staff

The most sought-after positions  
require considerable experience in  
areas such as:

- Contract administration
- Estate planning
- Intellectual property
- Corporate governance
- Compliance and contracts

## In-demand practice areas

- Bankruptcy, restructuring and insolvency
- Contracts
- Healthcare
- Labor and employment
- Litigation
- Privacy, data security and information law



# 2021 salary tables

25<sup>th</sup>

**Candidate:** Little or no prior experience in the position; still developing relevant skills

**Demand:** Low

50<sup>th</sup>

**Candidate:** Average experience; has the majority of the necessary skills

**Demand:** Moderate

75<sup>th</sup>

**Candidate:** Above-average experience; has most or all of the necessary skills; may have specialized certifications

**Demand:** High

95<sup>th</sup>

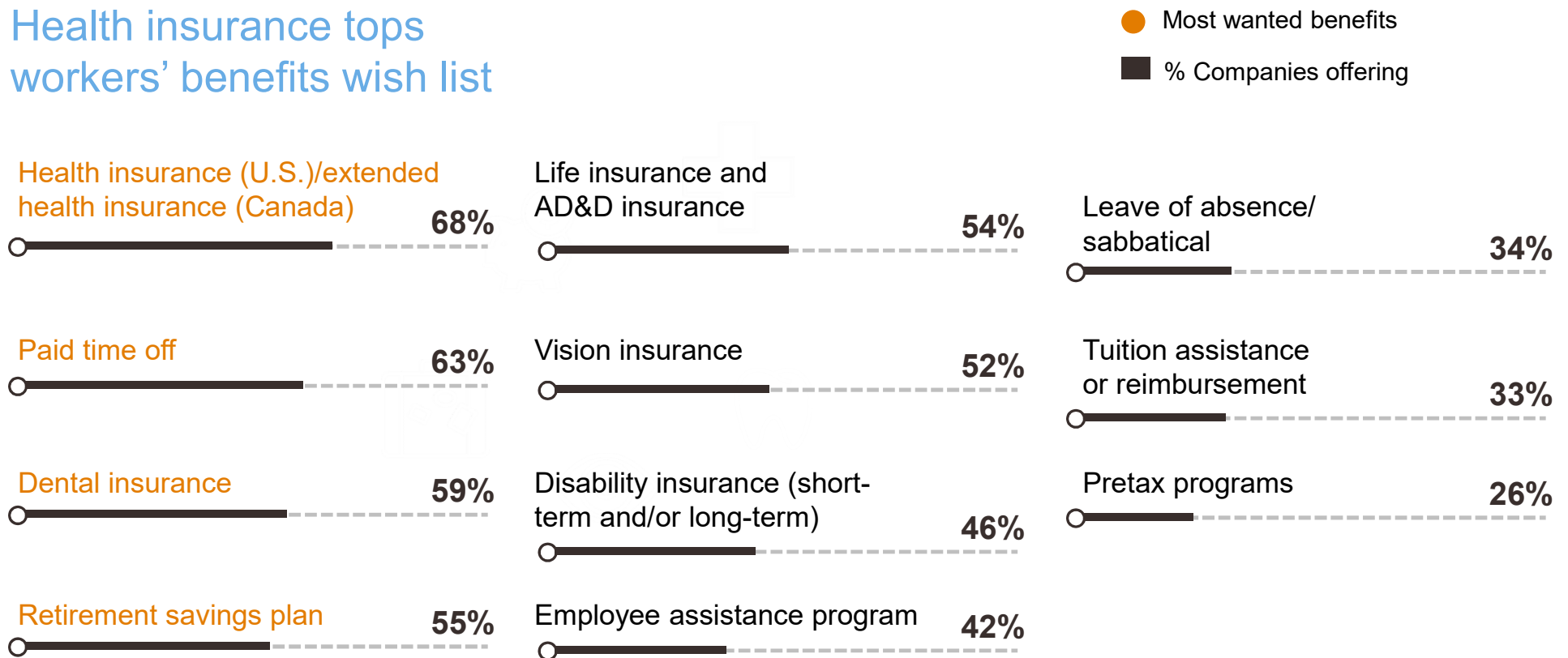
**Candidate:** Exceptionally strong skills, expertise and experience, often over and above what is necessary; has specialized certifications

**Demand:** Very high

TITLE	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	95 <sup>th</sup>
Legal Administrator	65,000	79,500	99,250	146,500
Office Manager	54,500	58,000	66,250	89,250

# Common benefits employees want most — and what employers are offering

## Health insurance tops workers' benefits wish list

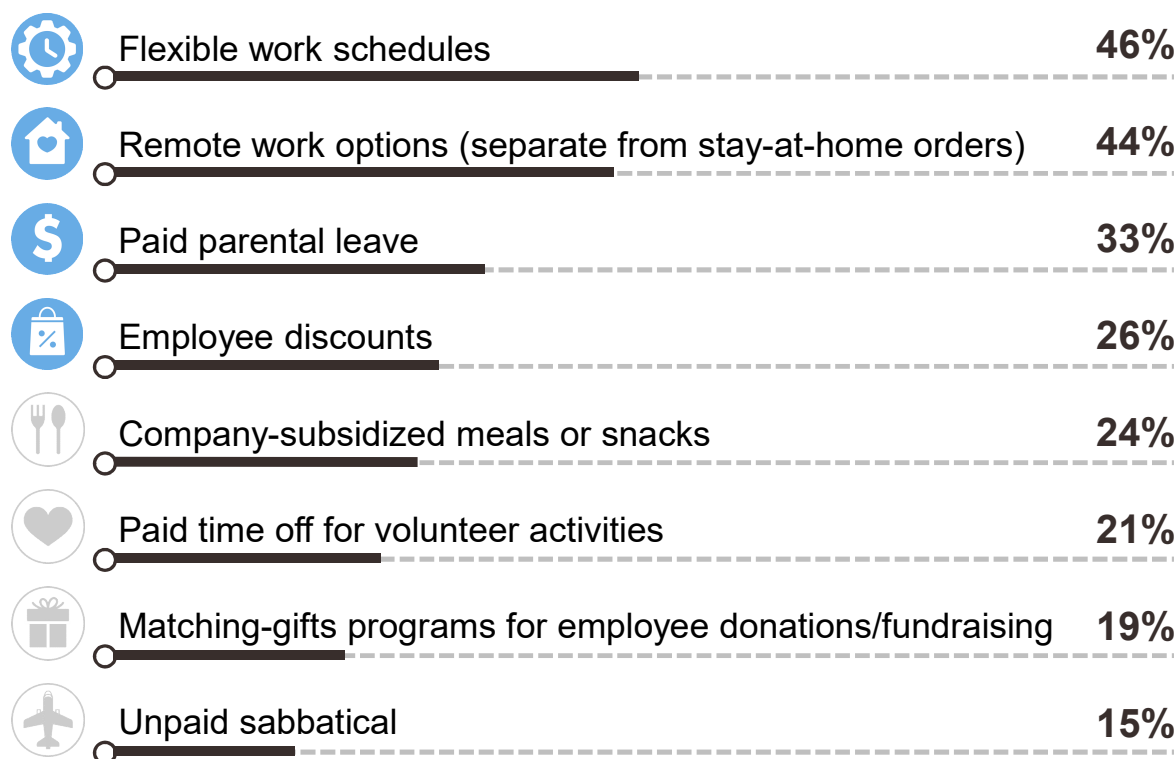


# Current Compensation Trends

**Most valued perk:  
flexible work  
schedules**

## Flexible schedules most valued perk

● Most wanted benefits  
■ % Companies offering



## Employees' preferred flexible work options



Flextime/nontraditional  
eight-hour day

**45%**



Completely flexible (40 hours, any time  
during workweek and weekend)

**44%**



Compressed workweek (e.g., four  
10-hour shifts/week)

**32%**



Windowed work (eight hours/day,  
any time during workweek)

**16%**

# Be resilient

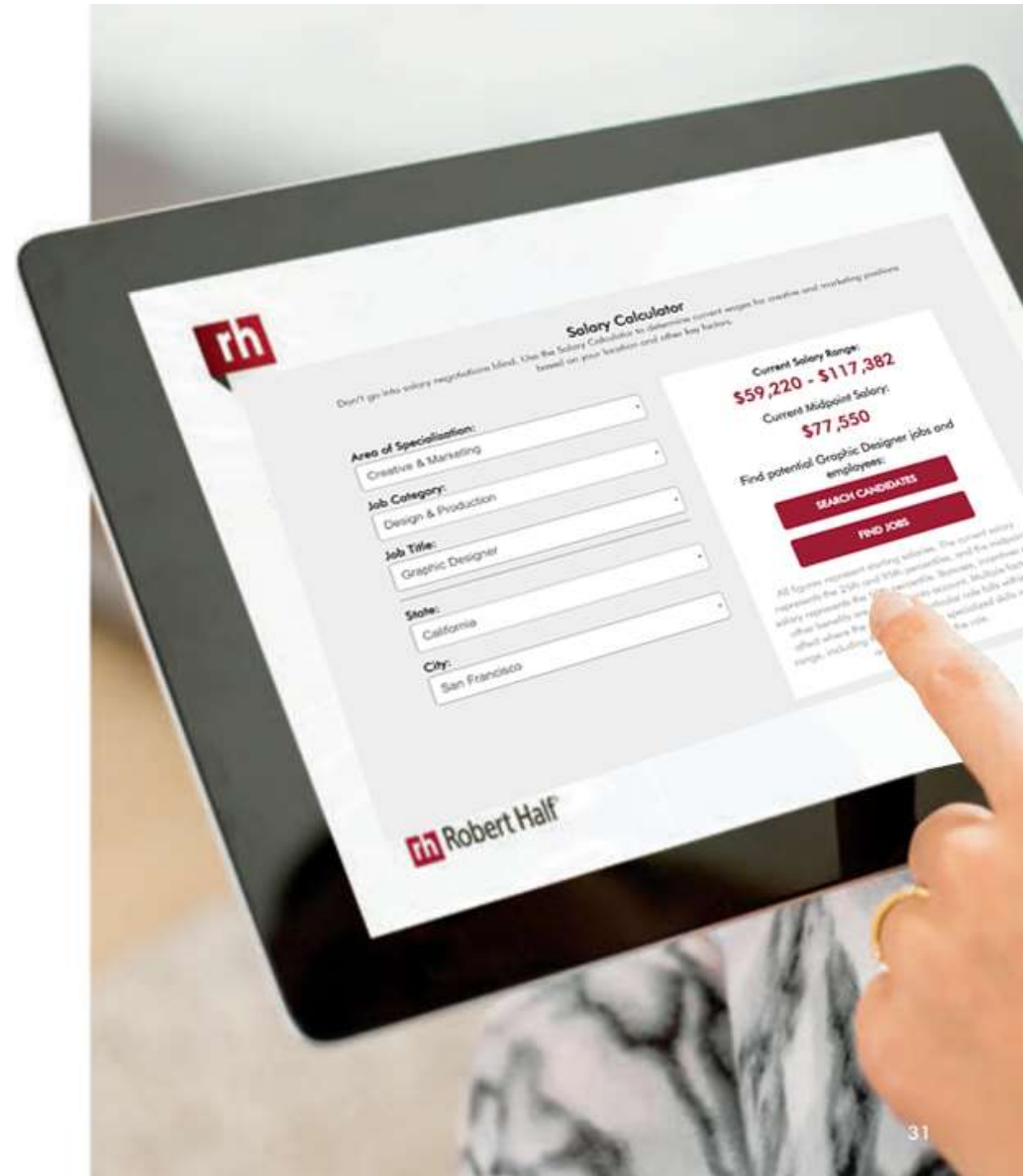
Disruption is difficult, but resilient professionals who can adapt to change will always be in demand.



# Our Salary Calculator

Our online Salary Calculator makes it easy to quickly customize salary data for your city:

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